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ERISA/PUBLIC LITIGATION

2014 JAN 27 PM 5:01



January 24, 2014

United States Department of Labor  
Top Hat Plan Exemption  
Employee Benefits Security Administration  
Room N-1513  
200 Constitution Avenue, NW  
Washington, DC 20210

**RE: Alternative Reporting and Disclosure Statement for Unfunded Nonqualified Deferred Compensation Plans for Certain Selected Employees**

This statement is being provided pursuant to Department of Labor Regulation 29 CFR §2520.104-23 as the alternative method of compliance with the reporting and disclosure requirements of Part I of Title I of the Employee Retirement Income Security Act of 1974 for unfunded plans for a select group of management or highly compensated employees. In accordance with said Regulation, Creative Foam Corporation is providing the following information:

Sponsoring Employer Name and Address:	<b>CREATIVE FOAM CORPORATION</b> 300 N. Alloy Drive Fenton, MI 48430
Sponsoring Employer Identification Number:	<b>38-1905349</b>
Number of Plans:	6
Name of Plan:	Executive Deferred Compensation Agreement between Creative Foam Corporation and David Swallow dated October 1, 2013
Number of Participants:	1
Name of Plan:	Executive Deferred Compensation Agreement between Creative Foam Corporation and Kent Lutian dated October 1, 2013
Number of Participants:	1
Name of Plan:	Executive Deferred Compensation Agreement between Creative Foam Corporation and Mark Shepler dated October 1, 2013
Number of Participants:	1
Name of Plan:	Executive Deferred Compensation Agreement between Creative Foam Corporation and David Friend dated October 1, 2013
Number of Participants:	1

Name of Plan: Executive Deferred Compensation Agreement between Creative Foam Corporation and Francis LeVeque dated October 1, 2013

Number of Participants: 1

Name of Plan: Executive Deferred Compensation Agreement between Creative Foam Corporation and Matthew Schmit dated October 1, 2013

Number of Participants: 1

The Employer maintains these Plans primarily for the purpose of providing deferred compensation for a select group of management and highly compensated employees.

Please acknowledge receipt of this notice by stamping or signing the enclosed copy of this notice and returning it to me in the enclosed envelope.

**CREATIVE FOAM CORPORATION**



**Bruce G. Graham**

Executive Vice President & Secretary

cc Ronald T. Charlebois, Esq.

EDSA/P/10/10/10  
2014 JUN 27 PM 5:10



January 24, 2014

United States Department of Labor  
Top Hat Plan Exemption  
Employee Benefits Security Administration  
Room N-1513  
200 Constitution Avenue, NW  
Washington, DC 20210

**RE: Alternative Reporting and Disclosure Statement for Unfunded Nonqualified Deferred Compensation Plans for Certain Selected Employees**

This statement is being provided pursuant to Department of Labor Regulation 29 CFR §2520.104-23 as the alternative method of compliance with the reporting and disclosure requirements of Part I of Title I of the Employee Retirement Income Security Act of 1974 for unfunded plans for a select group of management or highly compensated employees. This statement is being filed contemporaneously with a submission to the Delinquent Filer Voluntary Compliance Program. In accordance with said Regulation and Program, Creative Foam Corporation is providing the following information:

Sponsoring Employer Name and Address:	<b>CREATIVE FOAM CORPORATION</b> 300 N. Alloy Drive Fenton, MI 48430
Sponsoring Employer Identification Number:	<b>38-1905349</b>
Number of Plans:	9
Name of Plan:	Executive Deferred Compensation Agreement between Creative Foam Corporation and Peter T. Swallow dated March 7, 1986, and amended September 19, 1991
Number of Participants:	1
Name of Plan:	Executive Deferred Compensation Agreement between Creative Foam Corporation and Peter T. Swallow dated December 15, 1978
Number of Participants:	1
Name of Plan:	Executive Deferred Compensation Agreement between Creative Foam Corporation and Gerald L. Whitten dated December 15, 1978, amended on January 28, 1982, and amended and restated on March 7, 1986
Number of Participants:	1

Name of Plan: Executive Deferred Compensation Agreement between Creative Foam Corporation and Wayne A. Blessing dated July 1, 1999

Number of Participants: 1

Name of Plan: Executive Deferred Compensation Agreement between Creative Foam Corporation and Bruce G. Graham dated July 1, 1999, and amended and restated on October 1, 2013

Number of Participants: 1

Name of Plan: Executive Deferred Compensation Agreement between Creative Foam Corporation and Raymond H. Gallatin dated June 1, 1995, and amended and restated on July 1, 1999

Number of Participants: 1

Name of Plan: Executive Deferred Compensation Agreement between Creative Foam Corporation and James J. Smith dated June 1, 1995, and amended and restated on July 1, 1999

Number of Participants: 1

Name of Plan: Executive Deferred Compensation Agreement between Creative Foam Corporation and Charles G. Ayers dated July 1, 1999

Number of Participants: 1

Name of Plan: Executive Deferred Compensation Agreement between Creative Foam Corporation and David A. Duthie dated June 1, 1995, and amended and restated on July 1, 1999

Number of Participants: 1

The Employer maintains these Plans primarily for the purpose of providing deferred compensation for a select group of management and highly compensated employees.

Please acknowledge receipt of this notice by stamping or signing the enclosed copy of this notice and returning it to me in the enclosed envelope.

**CREATIVE FOAM CORPORATION**



**Bruce G. Graham**  
Executive Vice President & Secretary

cc Ronald T. Charlebois, Esq.

UPS Internet Shipping: View/Print Label

1. **Ensure there are no other shipping or tracking labels attached to your package.** Select the Print button on the print dialog box that appears. Note: If your browser does not support this function select Print from the File menu to print the label.
2. **Fold the printed sheet containing the label at the line so that the entire shipping label is visible.** Place the label on a single side of the package and cover it completely with clear plastic shipping tape. Do not cover any seams or closures on the package with the label. Place the label in a UPS Shipping Pouch. If you do not have a pouch, affix the folded label using clear plastic shipping tape over the entire label.

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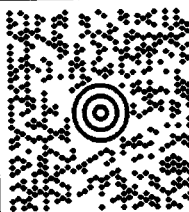

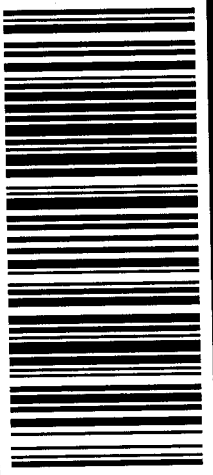
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<b>SHIP TO:</b> U.S. DEPT. OF LABOR TOP HAT PLAN EXEMPTION, EMPLOYEE BE ROOM N-1513 200 CONSTITUTION AVE., NW WASHINGTON DC 20210-0001		
	<b>MD 201 9-78</b> 	<b>UPS NEXT DAY AIR</b> TRACKING #: 1Z 425 715 01 9760 9048 <b>1</b>
		
BILLING: P/P		
Reference# 1: 5539-6 Creative Foam		
UIS 16.0.38. WNTNVS0 48 0A 01/2014		
